

KSD Page 1 of 6

The image is a screenshot of a computer screen displaying a presentation slide. The slide has a dark blue and green abstract background. In the upper left corner is a logo consisting of a white house outline with a bell inside. To the right of the logo, the text "SCHWARTZ & EICHELBAUM" is on the first line, "WARDELL MEHL AND HANSEN, P.C." is on the second line, and "HARASSMENT AND DISCRIMINATION" is on the third line, all in a white, bold, sans-serif font. Below that, "IN SCHOOLS" is centered in a slightly smaller white, bold, sans-serif font. At the very bottom of the slide is a black navigation bar with white icons for back, forward, and search, and a progress bar showing "00:35". At the top of the screen, there is a red header bar with the title "EG13" and a "Free license (non-commercial use only)" message. Below the header is a toolbar with various icons: a lock, a gear, "Home", a lightning bolt, "Actions", a computer monitor, "View", a person icon, "Communicate", a folder, "Files & Extras", and a smiley face. The taskbar at the bottom shows various application icons including Windows, File Explorer, Edge, Firefox, and Google Chrome, along with a system tray showing the date and time (11:40 AM, 6/12/2020).

SEXUAL HARASSMENT

SEXUAL HARASSMENT

- * Unwelcome sexual advances
- * Requests for sexual favors
- * Sexually motivated physical, verbal, or nonverbal conduct
- * Other conduct or communication of a sexual nature when 

SEXUAL HARASSMENT - STUDENTS

- * Employee to student
- * Student to student



09:55



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EMPLOYEE TO STUDENT HARASSMENT

- * Unprofessional
- * Violation of Policy
- * Can lose certificate
- * Sometimes criminal



10:15



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EMPLOYEE TO STUDENT HARASSMENT

- * **Prohibited** even if "welcome"
- * Age of student (no longer a minor)
does not matter



10:37



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Romantic Relationships with Students ARE Prohibited

Soliciting or engaging in a romantic relationship with a student or a minor may result in disciplinary action against a person who holds a certificate from the State Board for Educator Certification



12:06



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SOLICITING A ROMANTIC RELATIONSHIP WITH A STUDENT

- * Behavior and communications that are unrelated to the educator's job duties
- * Statements of love, affection or attraction

13:07



#

SOLICITING A ROMANTIC RELATIONSHIP WITH A STUDENT

- * Making sexually demeaning comments to a student
- * Making comments about a student's potential sexual performance
- * Requesting details of a student's sexual history



13:31



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SOLICITING A ROMANTIC RELATIONSHIP WITH A STUDENT

- * Requesting a date
- * Engaging in conversations regarding the sexual problems, preferences, or fantasies of either party



1352



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SOLICITING A ROMANTIC RELATIONSHIP WITH A STUDENT

Inappropriate hugging, kissing,
or excessive touching



1420



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SOLICITING A ROMANTIC RELATIONSHIP WITH A STUDENT

Suggestions that a romantic relationship
is desired after the student graduates,
including post-graduation plans for
dating or marriage



1426



#

SOLICITING A ROMANTIC RELATIONSHIP WITH A STUDENT

any other acts tending to show that the educator solicited a romantic relationship with the student, including but not limited to providing drugs or alcohol



Scenario Three

Employee to Student



Excessive Touching

Inappropriate Comments

Inappropriate Staring



0:48



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School Districts cannot tolerate employees that create this kind of hostile environment for a student.



0:57



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